



## Technical Specialist, Destructive Fisheries

### Conservation Science & Design

“In the past century FFI has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,  
FFI Vice-president

# Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, whilst improving the livelihoods of local people. Our guiding principles are to work through local partnerships, act as a catalyst for change, make conservation relevant and base decisions on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

## FFI Conservation Science & Design Programme

Good conservation decision-making depends on good information. The latest findings from the biological and social sciences as well as economic and policy arenas should inform these decisions. Local teams are often best placed to enhance and filter such information. The Conservation Science & Design team works closely with, and provides support to, locally-based staff and partners, which ensures decisions are based on a good understanding of the local situation, and at the same time enables us to take a pragmatic role in the development of FFI as an organisation.

We focus on a number of key areas:

- strategic development of key cross-cutting areas of FFI's conservation work - currently focused on marine, plastic pollution, threatened species conservation (with a specific focus on trees) and climate change
- robust approaches to allocating conservation funding - through management of a dedicated marine grant, Halcyon Land & Sea funds (which focuses on securing priority conservation areas), the Flagship Species Fund, and also co-ordination of reviews for external grant funds
- promoting effective monitoring and evaluation within FFI - focusing on cross-organisational impact reporting
- technical delivery within projects
- direct support and advice to regional and thematic teams on any issues relating to Conservation Science & Design or the specific work of our team

## FFI Marine Programme

FFI has been working in marine conservation for decades. However, it launched its formal marine programme in 2011 focused on the following three strands:

- securing important areas to safeguard marine biodiversity;
- informing and influencing policies and practice affecting the marine environment; and
- supporting key national local institutions to help them deliver effective marine conservation.

Since 2011, we have worked across 17 countries with over 90 partners. We have contributed directly to the establishment or strengthening of over 50 marine protected areas and dozens of new no-take zones, witnessed a reduction in destructive fishing activities at 45% of all sites and seen evidence of recovery in key species groups and habitats. A recent external review of the Marine Programme showed that we are making strong progress and indicated clear need and opportunity for FFI to further grow this programme of work. (Please see our [website](#) for an overview of current projects.)

## Fisheries & Biodiversity

FFI recognises that illegal and/or destructive fisheries, as well as overfishing, are key threats to biodiversity at many of the sites at which we operate, through direct impacts on marine habitats (use of damaging fishing gear), vulnerable species mortality (direct capture and by-catch), and impacts on wider marine food chains (as a result of knock on impacts of population declines from overfishing). Following a broad landscape review process FFI identified industrial destructive fishing as having the most critical impact on marine biodiversity and over the past two years have developed a broad programme of work designed to minimise the impacts of these fisheries with an initial focus on tackling bottom trawling. This increasing focus on fisheries within FFI complements, and reinforces, FFI's ongoing activities to promote sustainable fishing practices amongst the small-scale fishers in and around the sites at which we work.

As an immensely complex issue we recognize that there is no single solution, but are actively seeking to building capacity for leadership at the national level to scale up and promote working models of good practice to reduce and prevent illegal and destructive fishing. FFI is well positioned and has experience of collaboration with a range of in-country actors and different sectors, including business. Current interventions focus on influencing global policy through collaboratively defining destructive fishing, and supporting a new global coalition to transform bottom trawling. Through this role, we aim to:

- constructively influence wider regional or international policy processes that have the potential to change the trajectory for illegal and destructive fishing.
- develop a suit of coherent and impactful (and where relevant transboundary) interventions in response to the challenges
- engage with the seafood sector at all levels to understand market incentives to support a transition from sourcing from destructive fisheries;
- build on, reinforce and complement existing in-country initiatives supporting sustainable small scale fisheries and support national engagement by in country teams and partners on industrial and destructive fisheries.

## The Opportunity

We are offering a unique opportunity to lead the newly developed strand of work focussing on addressing the biodiversity impacts of illegal and destructive fishing, and in particular the wide spread issue of bottom trawling globally. You will play a key role in developing strategies for advocacy to raise the issue of bottom trawling at a global policy level, seeking to leverage impact by influencing important stakeholders at a range of levels, including the seafood sector and national and international governments. You will have a role in supporting marine projects globally to develop strategies to address destructive fishing, and in building a strong portfolio and platform for FFI to engage more widely on this issue, including testing innovative solutions.

You will work closely with the Head of Marine to support and integrate new work streams on illegal and destructive fishing, into our existing sustainable fisheries approaches. We are looking for an experienced technical specialist with a proven track record in fisheries management and advocacy and the ability to work constructively with a range of stakeholders, including in-country teams and the fisheries sector.

You will have strong research and analytical skills combined with the ability to present convincing arguments. You will be able to communicate with confidence and credibility to a range of audiences, and have experience in building and maintaining positive organisational and external relationships.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation, with opportunity to apply your skills and expertise where appropriate. In addition, FFI offers a generous pension contribution, attractive annual leave allowance and life insurance.

Our offices are located in The David Attenborough Building in central Cambridge, just a few minutes' walk from glorious historic buildings and museums, the picturesque River Cam, the central market and shopping centre, and a host of cafés and restaurants.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Permanent
<b>Probation Period:</b>	Six months
<b>Salary:</b>	circa £34,000, depending on skills and experience
<b>Location:</b>	Fauna & Flora International, Cambridge. Some travel within the UK and internationally may be required.
<b>Benefits:</b>	<p>25 working days' annual holiday entitlement plus Public/Bank Holidays and any normal working days that fall between 24 December to 1 January inclusive, during which time FFI UK offices are closed</p> <p>For employees on UK-based contracts, FFI currently provides a pension contribution of 8% of salary after 3 months' continuous employment.</p> <p>Group Life insurance, currently set at a benefit of 4 x basic salary</p>
<b>Hours of Work:</b>	This is a full-time position, working Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.

# Job Description

<b>Job Title:</b>	Technical Specialist, Destructive Fisheries Conservation Science & Design
<b>Reporting to:</b>	Head of Marine, Conservation Science & Design
<b>Line manages:</b>	N/A
<b>Key Internal Relationships:</b>	Director, Conservation Science & Design Director, Extractives & Development Infrastructure Enterprise and Impact Finance Specialist Senior Director, Conservation Partnerships Senior Technical Specialist, Illegal Wildlife Trade Senior Technical Adviser, Conservation Livelihoods & Governance Regional/Operational Directors Regional marine specialists

## Objective:

The Technical Specialist, Destructive Fisheries will seek to influence global policy and attitudes towards destructive fishing methods in order to curtail the illegal and/or destructive fisheries practices which impact marine biodiversity around the world. With strategic input from the Head of Marine and the Director, Conservation Science & Design. They will:

- develop and design advocacy strategies to allow FFI to engage at key intervention points for destructive fisheries both within countries of operation and globally
- engage with and represent FFI's interests in wider global policy discussions relating to all aspects of fisheries, including tracking global negotiations of relevance to the seafood and fisheries sector
- work with in-country project teams to provide technical advice and develop appropriate in-country interventions to address illegal and destructive fisheries that complement existing marine biodiversity conservation activities, including support to lobby for appropriate law and policy reform, develop economic and market incentives and engage businesses and apply technology as a route to incentivise more sustainable and transparent practices
- continue to identify new partnership and funding opportunities to strengthen FFI's influence and impact in this sphere

## Specific Duties:

### Technical support

- Lead the implementation of FFI's newly designed fisheries approach focused on tackling industrial destructive fisheries globally
- Lead targeted engagements with corporate partners from the fishing, seafood and investment sectors to improve their awareness, management and performance on issues relating to the biodiversity impacts of illegal and destructive fishing practices in the marine environment.
- Track developments in international policy frameworks and commitments (binding and non-binding) as they relate to the wider IUU and climate smart fishing debates and ensure FFI's position on key issues is represented in relevant processes.

- Build the capacity of in-country teams and partners to advocate for changes in fisheries policy that will reduce the impacts of fishing activities on biodiversity and ecosystems. For example, through training, briefing documents, input to policy documents, consultation responses and reports, and updates on international dialogue and commitments on these issues.
- Develop relationships with other agencies and organisations with an interest in the biodiversity impacts of fishing activities, in the UK and overseas, and broker effective partnerships between relevant groups and FFI's in-country marine projects to help increase our impacts in this arena.
- Evaluate the opportunities provided by technology to transition fishing practices towards sustainability, reduce biodiversity impacts, and improve economic and community benefits, and where relevant build the capacity of FFI staff and partners to integrate these approaches into marine projects.
- With the Enterprise and Impact Finance Specialist, and the Senior Technical Adviser, Conservation Livelihoods & Governance, explore, develop, and test relevant economic, market-based, or other incentives (e.g. value-added products, certification) to enable greater compliance with regulations and fishery reforms within FFI's marine projects.
- Provide advice to teams in the development of appropriate technological, regulatory and incentive measures to mitigate the threats posed to vulnerable species through fisheries by-catch.
- Through outreach, networking and representation, showcase FFI's work to influence national and international fisheries policy and management, and contributing to wider national and international dialogues on this issue.
- As requested by the Head of Marine, provide specific support in the delivery of the wider Marine programme and the Arcadia marine grant.
- As requested by the Head of Marine, provide other technical support (in line with the post holder's existing skills and experience) to other team members or teams.

### **Development**

- Support continued development of specific projects within the existing marine portfolio as required and where there is considerable overlap with key destructive fishing activities.
- Proactively identify funding opportunities to strengthen activities to tackle illegal and destructive fishing (both within projects and across the marine programme), and work with project teams and the Fundraising team to develop fundable proposals for specific projects and initiatives.
- Track emerging issues, and the status of current initiatives, as they relate to international fisheries management, policy commitments and climate change (e.g. deep sea, high seas, ABNJ), with a specific focus on the biodiversity and climate implications of illegal and destructive fishing practices (e.g. bottom trawling on seamounts, development of twilight zone fisheries, fisheries carbon emissions), and share knowledge across FFI projects and partners appropriately.
- Position FFI with key partners to scale the impact of our work to address illegal and destructive fishing practices, including brokering collaborations with local or international partners with expertise in fisheries policy and the economic impacts of poor fishing practices.
- Develop briefings, research pieces or policy briefs on key issues as requested by the Head of Marine.

### **Learning**

- Communicate actively through internal mechanisms (intranet, downloads, position statements etc.) to ensure internal awareness of key fisheries issues as they relate to both FFI's marine programme and the wider global context, and externally (e.g. through blogs, contributed articles) to promote FFI as a credible partner in tackling the risks posed to biodiversity as a result.

- Provide support and training to other teams within FFI on issues of IUU and destructive fisheries, for example as they relate to FFI's wider work on Illegal Wildlife Trade, Natural Capital, and Marine Protected Areas.
- Liaise directly with the Communications team to ensure clear messages on fisheries reform as part of our marine communications strategy and general promotion of FFI's marine work.
- Proactively identify opportunities to communicate FFI's work on fisheries reform to external audiences.

### General

- Provide technical reviews for both internal and external grant funds on a range of conservation issues
- Conduct other elements of desk-based research as required within the Conservation Science & Design team
- With agreement of the line manager, perform other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its programmes
- Assist in dealing with external enquiries relating to the work of the Conservation Science & Design team

## Person Specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Proven technical competency in approaches to manage the ecological impacts of fisheries such as policy, market, technology and/or enforcement</li> <li>• Excellent organisational skills, with structured and methodical approach to work and a clear focus on results</li> <li>• Excellent communication and presentation skills (written and verbal)</li> <li>• Research and analysis skills with acute attention to detail</li> <li>• Ability to think laterally and creatively</li> <li>• Ability to prioritise and manage time effectively</li> <li>• Fluent in English (spoken and written)</li> <li>• IT literate</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity building skills, and ability to adapt to support partner needs</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Advanced degree (or equivalent level qualification) in fisheries science, marine resource management, marine policy or other relevant discipline or equivalent work experience in a relevant field</li> <li>• Substantial experience in marine conservation, fisheries science or marine policy, including specific</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading the development of advocacy campaigns and engaging with coalitions</li> <li>• Background in fisheries economics, fisheries policy, or fisheries enforcement</li> <li>• Knowledge of technology applications for tackling issues</li> </ul>

	<p>fisheries management and or monitoring, control and surveillance experience</p> <ul style="list-style-type: none"> <li>• Knowledge of the ecological effects of fishing and associated social and governance implications</li> <li>• Proven knowledge of/relationships with the key players in the marine conservation sector</li> <li>• Previous experience of engagement with corporate sector</li> <li>• Understanding of market-based approaches to incentivising good fisheries practices</li> <li>• An understanding of and experience of working in and/or with NGOs</li> </ul>	<p>relating to IUU (e.g. monitoring, control, surveillance, traceability)</p> <ul style="list-style-type: none"> <li>• Experience of working overseas</li> <li>• Proven fundraising record</li> </ul>
<p><b>Behavioural qualities</b></p>	<ul style="list-style-type: none"> <li>• Commitment to FFI's mission and vision</li> <li>• Commitment to and alignment with FFI's values</li> <li>• Self-starter, able to build strong relationships and support others</li> <li>• Ability to deal with challenges in a positive way</li> <li>• Proven cultural awareness and sensitivity</li> <li>• Builds positive personal and organisational relationships, working and communicating effectively across teams and disciplines, showing commitment to inclusivity</li> <li>• A team player, able to work independently to an agreed programme</li> <li>• Ability to work under pressure and to deadlines</li> <li>• Interest in working with corporate sector, and ability to communicate positively with corporate partners</li> </ul>	<ul style="list-style-type: none"> <li>• Practical experience of facilitating partnerships, alliances and coalitions</li> </ul>



## FFI Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which FFI is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are supportive & respectful
- We get things done

## How to Apply

Applications, consisting of a covering letter explaining why you are applying for the position and relating your experience and skills to the role, a full CV, and contact details for two referees (who will not be approached without your permission), should be submitted electronically to [jack.murphy@fauna-flora.org](mailto:jack.murphy@fauna-flora.org)

Please mark your application '**Technical Specialist, Fisheries, Conservation Science & Design**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Sunday, 21 November 2021**.

Candidates selected for interview will be invited by email or phone as soon as possible.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

## Applicants with Disabilities

FFI encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Jade Bedwell, HR Officer, FFI, on Tel: +44 (0)1223 749044 or Email: [jade.bedwell@fauna-flora.org](mailto:jade.bedwell@fauna-flora.org).

**FFI values diversity and is committed to equality of opportunity**